



# Join our Team as we Build a Healthier Future

Massachusetts General Hospital is leading the way during this pivotal moment in medicine. With masks on, we are embarking on a new chapter in our history and have launched a bold effort to raise the funds we need to succeed:  
**The Campaign for Mass General.**

Mass General was founded to serve our neighbors and those in need, a commitment that is just as strong today as it was two centuries ago; the only difference is what it means to be a “neighbor.” Our community today extends far beyond Boston’s border.

Consistently named as a top hospital by *U.S. News & World Report*, Mass General is also considered one of the “Best Hospitals to Work For” by jobseekers and employees on Indeed.com. Other best employer awards come from the Boston Globe, Glassdoor and Women’s Choice.

**Diversity and inclusion** are priorities for our office and the hospital. We strongly believe that encouraging a broad range of opinions, ideas and perspectives drives creativity, innovation and excellence

As a member of the Development Office, you will enjoy the benefits of working at one of the best health care institutions in the country. In addition to front line fundraising roles, we have positions in communications, information management, operations, events and more.



“The one constant we all share is the fact that we are working at a high minded, principled institution which, unselfishly, day in and day out, strives for the betterment of all. We have only to look at our COVID-19 response to feel secure in the knowledge that all of us are making a difference.”

— Britain W. Nicholson, MD  
Senior Vice President for Development

## DEVELOPMENT OFFICE STATISTICS

In FY2020, the Development Office consisted of **194 employees** who collectively raised **\$380M** from **60,000 donors**.

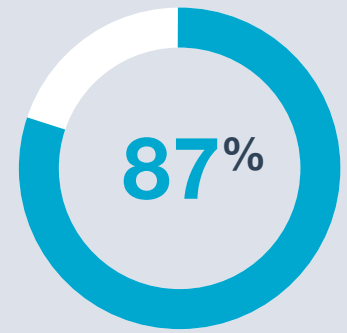
# What we Offer:

## Professional Growth and Development

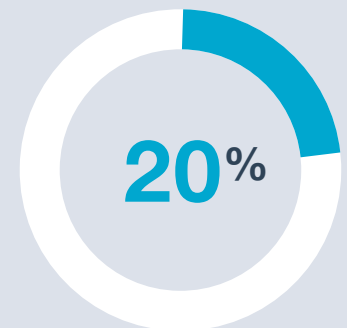
- Proven track record of staff career growth.
- Fellowships to explore career paths and gain experience in frontline fundraising, prospect research and operations.
- A peer mentoring program that fosters career conversations with talented and experienced colleagues.
- Access to classes and trainings offered by Mass General Brigham and the MGH Leadership Academy for managers.
- In-house workshops led by experts to sharpen and expand professional and interpersonal skills.
- Funds for conferences and skill-building classes.
- A Talent Share program that offers professional development opportunities and gives colleagues the option to contribute to department-wide priorities.

## Job Satisfaction

- A comprehensive onboarding program tailored to each role.
- A Buddy Program that pairs new staff with a colleague.
- Access to the best health care in the world, with top-notch health insurance to match.
- Annual salary increase and a team bonus program tied to meeting an annual office-wide fundraising goal (determined / approved annually by hospital leadership).
- The knowledge that you are working for an important mission.



Our five-year average retention rate



Our five-year average annual promotion rate for staff



Our rate of current employees that have been promoted at least once

## Office Culture

- A volunteer, employee-driven Employee Advisory Group that gives voice to department staff and drives diversity, equity and inclusion excellence.
- Weekly All Staff calls with Development leadership to share important updates during the extended work from home period (during COVID-19).
- Opportunities to volunteer at signature events or community fundraisers around Boston (post-COVID).
- Flexible summer schedules.
- Flexible hours and remote work for eligible employees.
- Affinity Groups formed by employees who come together over common interests or shared goals.



## Perks and Benefits

Our benefits are some of the best in the area. Plus, our employees receive discounts and special programs from organizations in the Boston area and beyond.

- Valuable retirement savings opportunities
  - The hospital makes contributions to a robust Cash Balance Retirement Plan
  - Convenient paycheck contributions to a 403(b) Tax-Sheltered Annuity
  - A comprehensive Retiree Medical Plan for employees age 55 and older who meet eligibility requirements
- Tuition reimbursement
- Parking programs and MBTA discounts
- Discounted membership at the Charles River Club
- Employee Perks Program that includes discounts on:
  - Bike and car rentals
  - Car dealerships
  - Children's camps
  - Concerts and shows
  - Financial services
  - Hair and nail salons
  - Movie tickets
  - Shopping and more

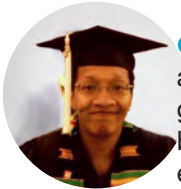


# Employee Testimonials

## Career Growth

“ When I first accepted a temporary position working for the Development Office at Mass General I had no idea it would develop into a twenty-year career with the institution. Over my tenure at Mass General I have worked with many different teams and been presented with many opportunities to take on new challenges and grow my career into my current Managing Director position. Throughout my time here I have been consistently impressed with the collegiality and support of the staff and the dedication everyone in the office brings to their job. I will always be thankful for the professional opportunities the Development Office has provided me to explore my passions and develop my abilities during my time here. ”

— **Nick Carter**  
Managing Director



**Ginnette Powell:** My team is beyond amazing. They are a great, welcoming group of people from all different backgrounds who appreciate and support each other, and one especially appreciates that in times of crisis. I was still training and learning when the pandemic started — I was able to continue my training while working remotely and the lines of communication have remained open. There are so many opportunities for enrichment, advancement and so many people to know and interact with, they will help you grow, you will help them grow, and it's a wonderful community to be a part of.



**Jen Murphy:** I have had the opportunity to work for various teams throughout my tenure with the MGH Development Office and the constant across all my experiences has been the passion, dedication and talent of the individuals I have had the fortune to work with. I think what makes our office and team special is how supported you feel as an employee, which is something that starts with the leadership team and is echoed across all managers and colleagues in the office. There is an innate sense of collegiality, camaraderie and purpose that makes the work and the experience that much more rewarding.



**Alexandra Mikkelsen:** I have worked for a few great organizations in my career but I have never been part of an institution where I felt so connected to, and proud of, the mission. I am in awe of the talent and passion I am exposed to daily — from my colleagues in Development to the physicians and researchers to hospital administration. It provides for an incredibly rich learning environment and one that never ceases to inspire me, which I find critical in my role as a major gift officer.



**Mollie Berner:** Every day, for a different reason, I find myself feeling lucky to be a member of the Mass General Development Office team. An extraordinary commitment to the mission, coupled with constant support from colleagues and the drive to be our best always, is unmatched in any other institution I've worked with in the past. You feel a part of something bigger than yourself, and in a job and career, that's pretty special.

